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19 UNITED STATES DISTRICT COURT
20 NORTHERN DISTRICT OF CALIFORNIA

21 DELPHINE ALLEN, et al.,

22 Plaintiffs,

23 v.

24 CITY OF OAKLAND, et al.,

25 Defendants.
26

Master Case No.: C00-4599 TEH (JL)

**STIPULATION AND ORDER RE:
ACADEMY AND IN-SERVICE
TRAINING PURSUANT TO SECTION
IX, A, C, & D, OF THE SETTLEMENT
AGREEMENT**

[Honorable Thelton E. Henderson]

STIPULATION

IT IS HEREBY STIPULATED by and between the parties that Section IX, Academy and In-Service Training_is hereby amended as follows to reflect clarifying language as enumerated below.

Section IX. A (Task 43), "Academy Training Plan," shall read as follows:

Within 540 days of the effective date of this Agreement, OPD shall develop and implement a plan to enhance its Academy and in-service training to ensure that OPD members, dispatchers, and civilian evidence technicians are adequately trained for their positions, and aware of and able to implement the most contemporary developments in police training. This plan shall include a review of OPD's training curriculum, with additional emphasis on ethics and professionalism, critical thinking and problem solving, conflict resolution, and relationships with the community. The plan shall also address the criteria and method for selecting OPD training instructors, the training provided to instructors, procedures for evaluating the content and quality of training provided to OPD personnel and procedures for maintaining training records for OPD personnel. In arriving at the plan regarding staffing, training content and methodology, OPD shall consult with at least four (4) other, large law-enforcement agencies within the United States which have excellent reputations for professionalism. In particular, OPD shall consult with these agencies about qualifications and other criteria to be used in selecting staff for training positions. OPD shall also review the approach of these other law enforcement agencies in training both new staff and experienced staff on ethics and professionalism, critical thinking and problem solving, conflict resolution, and relationships with the community.

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1 Section IX. C (Task 43), "Supervisory and Command Training," shall read as
2 follows:

3 **OPD shall provide all sergeants and commanders with mandatory 40-hour in-**
4 **service supervisory and leadership training. Officers shall attend training prior to**
5 **promotion to the rank of sergeant. Lieutenants shall attend training within six (6)**
6 **months of promotion. Such training shall include supervisory and command**
7 **accountability, and ethics and professionalism, with emphasis on supervisory and**
8 **management functions and situations, and shall include both scenario-based**
9 **training and case studies.**

10 Section IX. D. 2 (Task 43), "In-Service Training," shall read as follows:

11 **Members at the rank of lieutenant and above shall receive at least 20 hours of**
12 **training designed for commanders every 18 months.**

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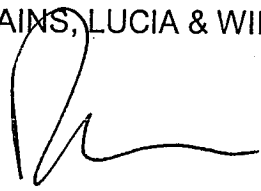
June 5,
1 Dated: May 3, 2007

OAKLAND CITY ATTORNEY'S OFFICE

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3
4 By: 
ROCIO V. FIERRO, Attorneys for Defendant
CITY OF OAKLAND

5
6 Dated: May 3, 2007

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11 Dated: May 3, 2007

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16 Dated: May 3, 2007

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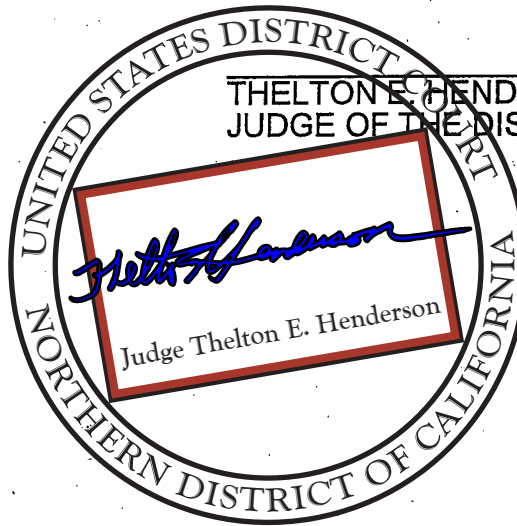
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18 By: 
JOHN L. BURRIS, Attorney for Plaintiffs

ORDER

IT IS HEREBY ORDERED that Section IX, A, C, & D of the Settlement Agreement
January 22, 2003
approved by this Court on or about ~~May~~ January 22, 2003, are hereby revised and modified,
consistent with the terms of the Parties' Stipulation.

IT IS SO ORDERED.

Dated: 06/11/07



THELTON E. HENDERSON
JUDGE OF THE DISTRICT COURT